DEPARTMENT OF DEFENSE

DEOMI Organizational Climate Survey (DEOCS) Report

Organization: USS THEODORE ROOSEVELT

Commander/Director: CAPT SARDIELLO

Admin Number: (b) (6)

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Defense Equal Opportunity Management Institute

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PLEASE READ CAREFULLY

Careful deliberation should be taken prior to making any management or disciplinary decisions based solely on the survey results.

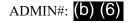
The DEOCS report provides valuable information about members' perceptions of the organization's climate. It is important to review all sections in this report. Compare the information presented in *Section III, Overall Unit Summary, Section IV, Climate Factor Subgroup Comparison, Section V, DEOCS Summary of Survey Item Responses*, along with *Appendix, Written Comments from Your Organization*. Doing so can help create a more complete picture and help validate potential areas of concern.

Individual Service instructions typically require organizations to use multiple approaches, including individual interviews and/or focus groups, to more comprehensively characterize the command's climate.

For example, the climate factor subgroup comparisons provided in *Section IV* can help identify subgroups with lower favorability ratings, and conducting focus groups and interviews with members of these subgroups can clarify their perceptions regarding a climate factor, and the reasons why these perceptions exist.

For additional information regarding climate factors, focus group/interview questions, or action planning, please visit DEOCS.net **Assessment to Solutions:**

https://www.deocs.net



I. HOW TO INTERPRET YOUR DEOCS

- 1. Start by looking at the demographic breakout in *Section II, Demographic Breakout*. The table displays the number of respondents by their demographic features. Survey respondents can select different options when completing the demographic portion of the survey, so numbers may not match the total personnel assigned. Determine how closely participants in each demographic group represent the overall assigned population. Note: disparities in responses presented in the tables throughout the report are due to missing or erroneous responses.
- 2. Identify areas of concern and strength (both for your overall unit and subgroups) using the color-coded comparisons:
 - a. <u>Unit:</u> Examine Section III, Overall Unit Summary to compare your unit's favorability* percentage to units of a similar organization function, and your parent Service branch on each DEOCS factor.
 - b. <u>Subgroups:</u> Examine *Section IV, Climate Factor Subgroup Comparisons* to compare perceptions among subgroups. No data are displayed in cases where fewer than five people in any subgroup complete the survey.
- 3. Examine the item-level results using the favorable/unfavorable response rates in *Section V, DEOCS Summary of Survey Item Responses*. This can help identify those items with high levels of unfavorable responses.
- 4. Examine the written comments associated with an area of concern to determine whether any of the comments reflect negative perceptions that may help explain the numerical findings. Comments can be easier to analyze if they are broken into themes.
- 5. Based on the degree of favorability of the item-level responses and written comments, determine if the apparent climate of your unit or any subgroup(s) warrants further action.
- 6. In such cases, use those findings to guide follow-on climate assessment actions (e.g., determine the demographic composition of focus groups and the topics to discuss with them; identify records and reports to analyze to validate perceptions, develop a plan of action to correct validated issues, etc.). For more strategies to create a healthier command climate, refer to *Section VI, Recommendations*.
- * Note: There are seven response options for each item that range from unfavorable to favorable. Because the scale has a 7-point range, three of the response options are categorized as unfavorable (e.g., strongly disagree, disagree, slightly disagree), one response option is considered neutral (neither agree nor disagree), and three response options are categorized as favorable (e.g., slightly agree, agree, strongly agree). Negative worded items noted with an asterisk (*) have their scales reversed. Therefore, a favorability percentage would be interpreted as the average of your favorable response options summed.

HOW TO INTERPRET DEOCS COLOR CODING

Color Coding	Category	Criteria	General Interpretation
Green	Excellent	90% and above favorable responding	Almost complete unit endorsement of scale Area of excellence and maintenance/stability actions recommended
Blue	Adequate	Between 70% and 89% favorable responding	Majority of unit endorsed scale and reached recommended endorsement threshold (70%) Area not of concern but room for improvement
Yellow	Caution	Between 50% and 69% favorable responding	Majority of unit endorsed scale but did not reach recommended endorsement threshold (70%) Area flagged for concern. Actions should be considered to boost endorsement
Red	Improvement Needed	Below 50% favorable responding	Majority of unit did NOT endorse scale Area of great concern and corrective actions must be taken ASAP

II. DEMOGRAPHIC BREAKOUT

Table 1: Demographic Representation

REPRESENTATION									
USS THEODORE ROOSEVELT	Number	Percent							
Majority	426	42.6%							
Minority	458	45.8%							
Declined to Respond	115	11.5%							
American Indian or Alaskan Native	22	2.2%							
Asian	58	5.8%							
Black	134	13.4%							
Native Hawaiian or Other Pacific Islander	18	1.8%							
White	506	50.7%							
Selected Multiple Races	83	8.3%							
Declined to Respond	178	17.8%							
Hispanic	186	18.6%							
Not Hispanic	698	69.9%							
Declined to Respond	115	11.5%							
Women	244	24.4%							
Men	755	75.6%							
Junior Enlisted (E1 - E6)	813	81.4%							
Senior Enlisted (E7 - E9)	97	9.7%							
Warrant Officer (WO1 - CW5)	7	0.7%							
Junior Officer (O1 - O3)	46	4.6%							
Senior Officer (O4 - Above)	32	3.2%							
Junior Federal Civilian (Grades 1 - 12)	1	0.1%							
Senior Federal Civilian (Grades 13 - SES)	1	0.1%							
Non-Appropriated Funds (NAF)	0	0.0%							
Wage Grade (WG/WS/WL)	0	0.0%							
Other	1	0.1%							
Supervisor (civilian only)	1	50.0%							
Non-Supervisor (civilian only)	1	50.0%							

Total 999

For the majority/minority subgroup categories, the majority category includes all respondents who listed their race as "White," and their ethnicity as "not Hispanic." All respondents who select any other race and/or Hispanic are included in the minority subgroup; the "Declined to Respond" designation includes those respondents whose responses to the race and ethnicity items render it impossible to classify them as majority or minority.

All Warrant Officers (WO1 - CW5) will be combined with Junior Officers in *Section IV, Climate Factor Subgroup Comparison*. Additionally, all Wage Grade and Non-Appropriated Fund civilians will not be in the Junior/Senior Civilian breakout within *Section IV, Climate Factor Subgroup Comparison*.

III. OVERALL UNIT SUMMARY

The figures below compare your organization's favorability ratings for each climate factor against units in your Service with similar functions, and to your parent Service. Similar function units and Service favorability ratings are updated on a bi-annual basis. The box to the right of each figure displaying your organization's favorability rating will be color-coded red, yellow, blue or green. Please refer to **How to Interpret DEOCS Color Coding** (pg. 4) for more information regarding the color-coding. Percentages for Unit Type and Service will not be available until a representative sample can be obtained to generate an accurate percentage.

Figure 2: Unit Summaries

Unit Type = Aircraft Carrier

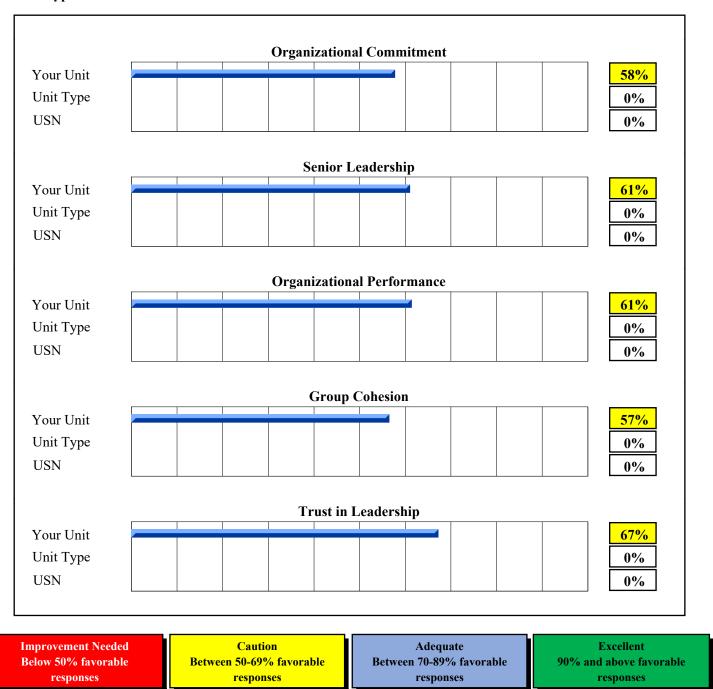
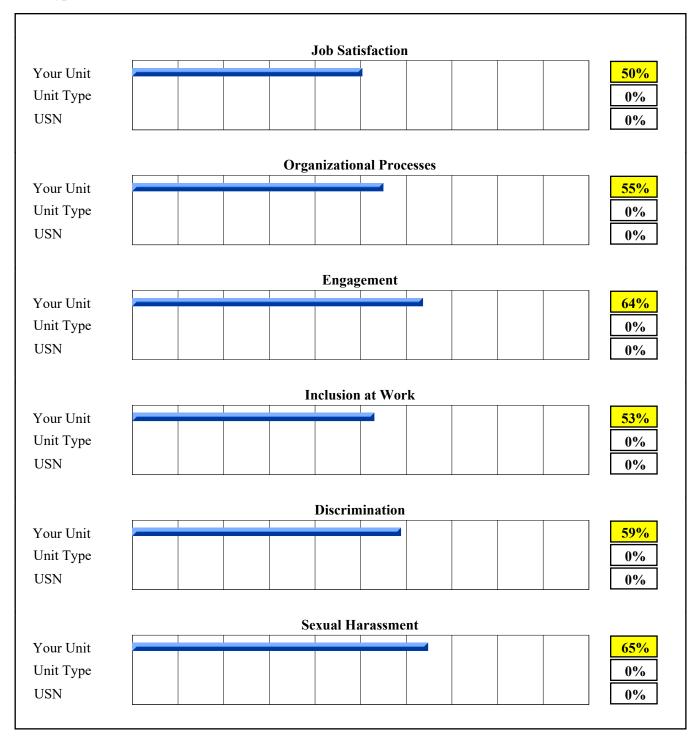


Figure 2 (cont): Unit Summaries

Unit Type = Aircraft Carrier

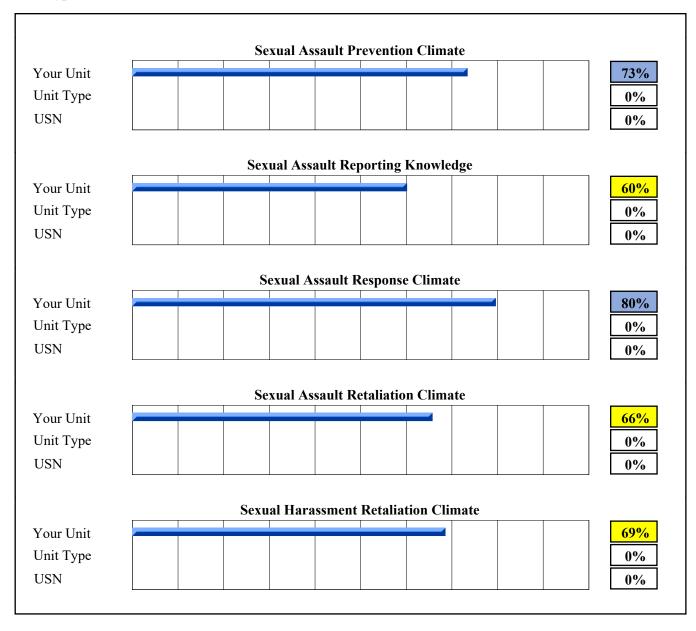


Improvement Needed Below 50% favorable responses Caution
Between 50-69% favorable responses

Adequate Between 70-89% favorable responses

Figure 2 (cont): Unit Summaries

Unit Type = Aircraft Carrier



Improvement Needed Below 50% favorable responses

Caution
Between 50-69% favorable responses

Adequate Between 70-89% favorable responses

IV. CLIMATE FACTOR SUBGROUP COMPARISONS

Organizational Effectiveness Factors

The following figure displays the **Organizational Effectiveness (OE)** Factor favorability ratings by demographic subgroup. No data are displayed in cases where fewer than five people in a subgroup completed the survey; this helps maintain respondent anonymity. Refer to *Section V, DEOCS Summary of Survey Item Responses* to view the respective item level response frequencies for each factor.

Figure 3: OE Subgroup Comparison

USS THEODORE ROOSEVELT											
		<u>.</u>		DORE ROO tional Effect							
							_				
	Org Commit	Senior Leader	Org Perform	Group Cohesion	Trust in Leader	Job Satisfact	Org Process	Engage			
Minority	59%	63%	62%	58%	68%	52%	56%	65%			
Majority	59%	61%	64%	56%	69%	50%	55%	64%			
Women	52%	54%	56%	48%	59%	46%	47%	54%			
Men	60%	63%	63%	59%	70%	52%	58%	67%			
Enlisted	56%	59%	60%	54%	66%	48%	52%	62%			
Officer	80%	81%	79%	80%	80%	73%	84%	83%			
Junior Enlisted	53%	57%	58%	51%	64%	45%	49%	59%			
Senior Enlisted	79%	77%	75%	81%	83%	73%	81%	83%			
Junior Officer	79%	78%	75%	75%	76%	70%	82%	81%			
Senior Officer	81%	87%	86%	86%	88%	77%	89%	88%			
Military	58%	61%	61%	56%	67%	50%	55%	64%			
Civilian											
Junior Civilian											
Senior Civilian											
Non-Supervisor											
Supervisor											
Your Unit	58%	61%	61%	57%	67%	50%	55%	64%			

Improvement Needed Below 50% favorable responses Caution
Between 50-69% favorable responses

Adequate Between 70-89% favorable responses

Equal Opportunity / Equal Employment Opportunity / Fair Treatment & Sexual Assault Prevention and Response Climate Factors

The following figure displays the **EO / EEO / Fair Treatment & SAPR** Climate Factor favorability ratings by demographic subgroup. No data are displayed in cases where fewer than five people in a subgroup completed the survey; this helps maintain respondent anonymity. Refer to *Section V, DEOCS Summary of Survey Item Responses* to view the respective item level response frequencies for each factor. SH and SA refer to Sexual Harassment and Sexual Assault respectively.

Figure 4: EO/EEO/Fair Treatment & SAPR Subgroup Comparisons

			US	S THEODOR	E ROOSEVE	<u>LT</u>				
	:	EO/EEO/Fai	r Treatmen	<u>ıt</u>	SAPR					
	Inclusion	Discrim	SH	SH Retaliation	SA Prevent	SA Report Knowledge	SA Response	SA Retaliation		
Minority	55%	55%	64%	67%	74%	57%	77%	63%		
Majority	52%	63%	66%	72%	74%	66%	84%	69%		
Women	45%	54%	58%	61%	66%	62%	71%	59%		
Men	55%	60%	67%	71%	76%	60%	82%	68%		
Enlisted	51%	57%	63%	67%	72%	59%	78%	64%		
Officer	77%	79%	85%	87%	91%	76%	95%	86%		
Junior Enlisted	48%	54%	60%	64%	69%	57%	76%	61%		
Senior Enlisted	77%	78%	86%	94%	91%	74%	95%	91%		
Junior Officer	72%	77%	84%	84%	87%	79%	94%	83%		
Senior Officer	86%	82%	86%	93%	97%	72%	96%	92%		
Military	53%	59%	65%	69%	73%	60%	80%	66%		
Civilian										
Junior Civilian										
Senior Civilian										
Non-Supervisor										
Supervisor										
Your Unit	53%	59%	65%	69%	73%	60%	80%	66%		

Improvement Needed Below 50% favorable responses Caution
Between 50-69% favorable responses

Adequate Between 70-89% favorable responses

V. DEOCS SUMMARY OF SURVEY ITEM RESPONSES

The following tables and figures provide the item-level response frequencies across all the DEOCS factors. The total percentage of responses and color coding for each factor mirror those found for that factor in *Section III: Overall Unit Summary*. Factor results for Bystander Intervention, Sexual Assault Reporting Knowledge, Unwanted Workplace Experiences, Connectedness, Hazing, and Bullying are presented at the end of the following tables due to different response scales. Only favorable response totals are presented in the color shaded area.

Table 2.1 Organizational Commitment

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I feel like "part of the family" in	91 (9%)	94 (9%)	59 (6%)	141 (14%)	191 (19%)	308 (31%)	113 (11%)
this workgroup.							
This workgroup has a great deal of	98 (10%)	101 (10%)	56 (6%)	185 (19%)	191 (19%)	258 (26%)	108 (11%)
personal meaning to me.							
I feel a strong sense of belonging to	103 (10%)	118 (12%)	51 (5%)	164 (16%)	191 (19%)	267 (27%)	103 (10%)
this workgroup.							
Total	10%	10%	6%	- 16%	19%	28%	11%
1 0tai		26%		- 1070		58%	

Table 2.2 Senior Leadership

Question	Strongly	Disagree	Slightly	Neither	Slightly	Agree	Strongly	
	Disagree		Disagree	Agree nor Disagree	Agree		Agree	
My senior leader puts processes in place to facilitate the sharing of information throughout the organization.	86 (9%)	73 (7%)	86 (9%)	150 (15%)	164 (16%)	325 (33%)	113 (11%)	
My senior leader clarifies our organization's goals and priorities.	72 (7%)	64 (6%)	71 (7%)	121 (12%)	160 (16%)	357 (36%)	152 (15%)	
My senior leader communicates a clear vision for the future.	90 (9%)	81 (8%)	68 (7%)	132 (13%)	189 (19%)	313 (31%)	124 (12%)	
My senior leader listens to the concerns of the organization's military members and employees.	118 (12%)	82 (8%)	82 (8%)	174 (17%)	152 (15%)	281 (28%)	108 (11%)	
Total	9%	8%	8%	- 14%	17%	32%	12%	
		24%			61%			

Table 2.3 Organizational Performance

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
When short suspense/tasks arise, people in my organization do an outstanding job in handling these situations.	74 (7%)	93 (9%)	60 (6%)	155 (16%)	189 (19%)	301 (30%)	125 (13%)
My organization's performance, compared to similar organizations, is high.	54 (5%)	72 (7%)	63 (6%)	179 (18%)	162 (16%)	304 (30%)	163 (16%)
My organization makes good use of available resources to accomplish its mission.	80 (8%)	86 (9%)	74 (7%)	162 (16%)	168 (17%)	301 (30%)	126 (13%)
Total	7%	8% 22%	7%	- 17%	17%	30% 61%	14%

Table 2.4 Group Cohesion

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	
My workgroup is united in trying	76 (8%)	84 (8%)	77 (8%)	145 (15%)	190 (19%)	315 (32%)	110 (11%)	
to reach its goals for performance.								
We all take responsibility for the	95 (10%)	114 (11%)	89 (9%)	134 (13%)	165 (17%)	290 (29%)	110 (11%)	
performance of the workgroup.								
If members of our workgroup have	115 (12%)	125 (13%)	90 (9%)	155 (16%)	179 (18%)	251 (25%)	82 (8%)	
problems in the workplace, everyone wants to help them so we can get back on task.								
Total	10%	11%	9%	1.40/	18%	29%	10%	
Total		29%		- 14%	57%			

Table 2.5 Trust in Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I can rely on my immediate supervisor to act in my organization's best interest.	74 (7%)	56 (6%)	54 (5%)	144 (14%)	162 (16%)	331 (33%)	176 (18%)
My immediate supervisor follows through with commitments he or she makes.	73 (7%)	63 (6%)	62 (6%)	144 (14%)	161 (16%)	328 (33%)	166 (17%)
I feel comfortable sharing my work difficulties with my immediate supervisor.	95 (10%)	82 (8%)	58 (6%)	132 (13%)	146 (15%)	316 (32%)	168 (17%)
My immediate supervisor treats me fairly.	41 (4%)	37 (4%)	36 (4%)	152 (15%)	111 (11%)	399 (40%)	221 (22%)
Total	7%	6% 18%	5%	- 14%	15%	34% 67%	18%

Table 2.6 Job Satisfaction

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I like my current job.	163 (16%)	92 (9%)	62 (6%)	162 (16%)	126 (13%)	266 (27%)	126 (13%)
I feel satisfied with my current job.	162 (16%)	110 (11%)	71 (7%)	150 (15%)	137 (14%)	261 (26%)	106 (11%)
I am happy with my current job.	172 (17%)	115 (12%)	68 (7%)	156 (16%)	132 (13%)	243 (24%)	111 (11%)
Total	17%	11%	7%	- 16%	13%	26%	11%
i otai		34%		- 1070	50%		

Table 2.7 Organizational Processes

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
Programs are in place to address military members' and employees' concerns.	57 (6%)	65 (7%)	58 (6%)	156 (16%)	190 (19%)	365 (37%)	106 (11%)
Discipline is administered fairly.	159 (16%)	129 (13%)	96 (10%)	154 (15%)	130 (13%)	263 (26%)	66 (7%)
Decisions are made after reviewing relevant information.	94 (9%)	99 (10%)	101 (10%)	177 (18%)	179 (18%)	267 (27%)	80 (8%)
Total	10%	10%	9%	16%	17%	30%	8%
1 otai		29%		10/0		55%	

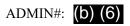


Table 2.8 Engagement

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
At my workplace, I am mentally resilient.	28 (3%)	50 (5%)	55 (6%)	192 (19%)	143 (14%)	318 (32%)	211 (21%)
I am enthusiastic about my work.	95 (10%)	88 (9%)	62 (6%)	165 (17%)	199 (20%)	259 (26%)	129 (13%)
Time flies when I am working.	97 (10%)	73 (7%)	46 (5%)	134 (13%)	150 (15%)	271 (27%)	226 (23%)
Total	7%	7%	5%	- 16%	16%	28%	19%
1 Otal	20%			1070	64%		

Table 2.9 Inclusion at Work

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
Coworkers are treated as valued members of the team without losing their unique identities.	86 (9%)	67 (7%)	95 (10%)	199 (20%)	183 (18%)	272 (27%)	95 (10%)
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	70 (7%)	77 (8%)	75 (8%)	185 (19%)	186 (19%)	273 (27%)	131 (13%)
Military members/employees in my workgroup are empowered to make work-related decisions on their own.	97 (10%)	98 (10%)	84 (8%)	201 (20%)	198 (20%)	235 (24%)	84 (8%)
Outcomes (e.g., training opportunities, awards, and recognition) are fairly distributed among military members/employees of my workgroup.	161 (16%)	96 (10%)	97 (10%)	220 (22%)	144 (14%)	215 (22%)	64 (6%)
The decision-making processes that impact my workgroup are fair.	88 (9%)	103 (10%)	92 (9%)	230 (23%)	180 (18%)	231 (23%)	73 (7%)
	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
I feel excluded by my workgroup because I am different.*	32 (3%)	57 (6%)	83 (8%)	215 (22%)	72 (7%)	306 (31%)	232 (23%)
Total	9%	8% 26%	9%	- 21%	16%	26% 53%	11%

^{*} Note. The item marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
		Discrimina	ation Items				
Discrimination based on							
does not occur in my workplace.							
Race/Color/National Origin	69 (7%)	72 (7%)	41 (4%)	148 (15%)	59 (6%)	303 (30%)	305 (31%)
Religion	65 (7%)	68 (7%)	17 (2%)	155 (16%)	38 (4%)	319 (32%)	335 (34%)
Sex	77 (8%)	80 (8%)	56 (6%)	158 (16%)	78 (8%)	276 (28%)	272 (27%)
Sexual Orientation	72 (7%)	72 (7%)	27 (3%)	177 (18%)	55 (6%)	293 (29%)	301 (30%)
Age (Civilian Only)	**	**	**	**	**	**	**
Disability (Civilian Only)	**	**	**	**	**	**	**
Equal Pay (Civilian Only)	**	**	**	**	**	**	**
Genetic Information (Civilian Only)	**	**	**	**	**	**	**
Pregnancy (Civilian Only)	**	**	**	**	**	**	**
	Disc	rimination Be	havioral Subf	actor			
I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal.	92 (9%)	57 (6%)	46 (5%)	182 (18%)	102 (10%)	311 (31%)	207 (21%)
	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
Racial slurs, comments, and/or jokes are used in my workplace.*	115 (12%)	130 (13%)	109 (11%)	221 (22%)	58 (6%)	192 (19%)	172 (17%)
Sexist slurs, comments, and/or jokes are used in my workplace.*	116 (12%)	119 (12%)	114 (11%)	214 (21%)	60 (6%)	195 (20%)	179 (18%)
· ·	9%	9%	6%		6%	27%	25%
Total	-	-	-	- 18%			

^{*} Note. The items marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response.

23%

Table 2.11 Discrimination Summary

Discrimination based on	does not occur in my workplace.	Unfavorable	Neutral	Favorable
Race/Color/National Origin		182 (18%)	148 (15%)	667 (67%)
Religion		150 (15%)	155 (16%)	692 (69%)
Sex		213 (21%)	158 (16%)	626 (63%)
Sexual Orientation		171 (17%)	177 (18%)	649 (65%)
Age (Civilian Only)		**	**	**
Disability (Civilian Only)		**	**	**
Equal Pay (Civilian Only)		**	**	**
Genetic Information (Civilian Or	nly)	**	**	**
Pregnancy (Civilian Only)		**	**	**

59%

^{**} Note. The items marked with the asterisks (**) indicates cases where fewer than five civilians complete the survey.

Table 2.12 Sexual Harassment

Question	Strongly	Disagree	Slightly	Neither	Slightly	Agree	Strongly
	Disagree	<u> </u>	Disagree	Agree nor	Agree		Agree
				Disagree			
My chain of command/supervision	28 (3%)	24 (2%)	13 (1%)	284 (28%)	73 (7%)	325 (33%)	250 (25%)
adequately responds to allegations							
of sexual harassment.							
My chain of command/supervision	25 (3%)	29 (3%)	16 (2%)	253 (25%)	94 (9%)	345 (35%)	235 (24%)
plays an active role in the							
prevention of sexual harassment.							
	Strongly	Agree	Slightly	Neither	Slightly	Disagree	Strongly
	Agree	Agree	Agree	Agree nor	Disagree	Disagree	Disagree
	Agree		Agree	Disagree	Disagree		Disagree
Individuals from my workplace use	47 (5%)	70 (7%)	66 (7%)	266 (27%)	52 (5%)	273 (27%)	223 (22%)
offensive gestures that are sexual in	, ,	, ,		, ,	, ,	, , ,	
nature.*							
Individuals from my workplace	21 (2%)	35 (4%)	14 (1%)	211 (21%)	21 (2%)	195 (20%)	500 (50%)
have been offered rewards or							
special treatment in return for							
engaging in sexual behavior.*							
Total	3%	4%	3%	- 25%	6%	29%	30%
ı otal		10%		- 23%		65%	

^{*} Note. The items marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

Table 2.13 Sexual Assault Prevention Climate

Question	Strongly	Disagree	Slightly	Neither	Slightly	Agree	Strongly
	Disagree		Disagree	Agree nor	Agree		Agree
				Disagree			
My immediate supervisor models	34 (3%)	45 (5%)	36 (4%)	124 (12%)	119 (12%)	372 (37%)	265 (27%)
respectful behavior.							
My immediate supervisor promotes	25 (3%)	21 (2%)	18 (2%)	148 (15%)	79 (8%)	406 (41%)	298 (30%)
responsible alcohol use.							
My immediate supervisor would	32 (3%)	45 (5%)	23 (2%)	203 (20%)	73 (7%)	365 (37%)	254 (25%)
correct individuals who refer to							
coworkers as 'honey', 'babe',							
'sweetie', or use other							
unprofessional language at work.							
My immediate supervisor would	30 (3%)	38 (4%)	43 (4%)	200 (20%)	98 (10%)	347 (35%)	239 (24%)
stop individuals who are talking							
about sexual topics at work.							
My immediate supervisor would	16 (2%)	23 (2%)	24 (2%)	167 (17%)	77 (8%)	405 (41%)	283 (28%)
intervene if an individual was							
receiving sexual attention at work.							
My immediate supervisor	32 (3%)	47 (5%)	13 (1%)	186 (19%)	80 (8%)	367 (37%)	270 (27%)
encourages individuals to help							
others in risky situations that could							
result in harmful outcomes.							
Total	3%	4%	3%	170/	9%	38%	27%
Total		9%		- 17%		73%	

Table 2.14 Sexual Assault Response Climate

Question	Strongly	Disagree	Slightly	Neither	Slightly	Agree	Strongly
	Disagree		Disagree	Agree nor Disagree	Agree		Agree
If a coworker were to report a	17 (2%)	10 (1%)	15 (2%)	111 (11%)	43 (4%)	372 (37%)	427 (43%)
sexual assault, my chain of							
command/supervision would take							
the report seriously.							
If a coworker were to report a	25 (3%)	24 (2%)	34 (3%)	148 (15%)	53 (5%)	339 (34%)	372 (37%)
sexual assault, my chain of							
command/supervision would keep							
the knowledge of the report limited							
to those with a need to know.							
If a coworker were to report a	19 (2%)	22 (2%)	24 (2%)	158 (16%)	70 (7%)	344 (34%)	358 (36%)
sexual assault, my chain of							
command/supervision would							
discourage military members or							
employees from spreading rumors							
and speculation about the							
allegation.							
If a coworker were to report a	10 (1%)	8 (1%)	10 (1%)	151 (15%)	60 (6%)	388 (39%)	368 (37%)
sexual assault, my chain of							
command/supervision would							
promote healthcare, legal, or other							
support services to the reporter.							
If a coworker were to report a	16 (2%)	13 (1%)	21 (2%)	166 (17%)	70 (7%)	349 (35%)	360 (36%)
sexual assault, my chain of							
command/supervision would							
support the reporter for speaking							
up.							
Total	2%	2%	2%	- 15%	6%	36%	38%
1 Otal		5%		- 13/0		80%	



The items for both the Sexual Assault Retaliation and Sexual Harassment Retaliation factors are negatively worded; therefore agreement with these items indicates an unfavorable response. Because all of the questions on this scale are negatively worded, the total disagreement responses to the items are color coded. Following the color-coding convention as in the rest of this report, this color coding reflects the percentage of favorability on the questions/ scales.

Table 2.15 Sexual Assault Retaliation Climate

Question	Strongly	Disagree	Slightly	Neither	Slightly	Agree	Strongly
	Disagree		Disagree	Agree nor Disagree	Agree		Agree
In my work group, reporters of	259 (26%)	268 (27%)	51 (5%)	257 (26%)	53 (5%)	81 (8%)	26 (3%)
sexual assault would be excluded							
from the social interactions or							
conversations.							
In my work group, reporters of	300 (30%)	313 (31%)	49 (5%)	229 (23%)	41 (4%)	44 (4%)	19 (2%)
sexual assault would be subjected to							
insulting or disrespectful remarks							
or jokes.							
In my work group, reporters of	306 (31%)	295 (30%)	52 (5%)	228 (23%)	41 (4%)	53 (5%)	20 (2%)
sexual assault would be blamed for							
causing problems.							
In my work group, reporters of	333 (33%)	298 (30%)	51 (5%)	230 (23%)	24 (2%)	37 (4%)	22 (2%)
sexual assault would be denied							
career opportunities.							
In my work group, reporters of	334 (33%)	293 (29%)	45 (5%)	234 (23%)	31 (3%)	38 (4%)	20 (2%)
sexual assault would be disciplined							
or given other corrective action.							
In my work group, reporters of	332 (33%)	325 (33%)	34 (3%)	246 (25%)	18 (2%)	24 (2%)	16 (2%)
sexual assault would be discouraged							
from moving forward with the							
report.							
Total	31%	30%	5%	24% -	3%	5%	2%
i otai		66%		Z470 -		10%	

Table 2.16 Sexual Harassment Retaliation Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
In my work group, military	292 (29%)	316 (32%)	52 (5%)	231 (23%)	48 (5%)	42 (4%)	14 (1%)
members or employees who file a	, ,	` ,	` ′	` ,	, ,	` ′	` ′
sexual harassment complaint would							
be excluded from the social							
interactions or conversations.							
In my work group, military	299 (30%)	335 (34%)	40 (4%)	232 (23%)	47 (5%)	27 (3%)	15 (2%)
members or employees who file a							
sexual harassment complaint would							
be subjected to insulting or							
disrespectful remarks or jokes.							
In my work group, military	306 (31%)	317 (32%)	43 (4%)	224 (22%)	55 (6%)	35 (4%)	15 (2%)
members or employees who file a							
sexual harassment complaint would							
be blamed for causing problems.							
In my work group, military	321 (32%)	334 (33%)	47 (5%)	232 (23%)	26 (3%)	23 (2%)	12 (1%)
members or employees who file a							
sexual harassment complaint would							
be denied career opportunities.							
In my work group, military	338 (34%)	330 (33%)	36 (4%)	238 (24%)	22 (2%)	21 (2%)	10 (1%)
members or employees who file a							
sexual harassment complaint would							
be disciplined or given other							
corrective action.							
In my work group, military	333 (33%)	330 (33%)	38 (4%)	234 (23%)	21 (2%)	27 (3%)	12 (1%)
members or employees who file a							
sexual harassment complaint would							
be discouraged from moving							
forward with the complaint.							
TO A I	32%	33%	4%	220/	4%	3%	1%
Total		69%		23% -		8%	

Bystander Intervention Experience in Past 12 Months

Respondents were asked if they have observed a situation they believed was, or could have led to a sexual assault within the past 12 months. Respondents' responses to this *observation* question are displayed in Figure 5.

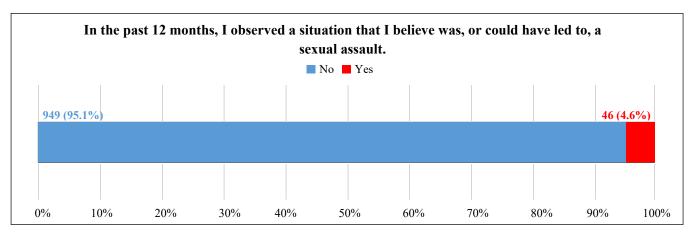


Figure 5. Respondents who Observed a High Risk Situation

If respondents answered "yes" to the observation of a high risk situation question, they were prompted to identify the response that most closely resembled their actions. Table 3 displays the responses of those who completed the question across your organization.

Table 3. Respondents' Reported Actions Taken Following High Risk Situation

If yes, in response to this situation, select the one response that most closely resembles your actions.								
	Number	Percent						
I stepped in and separated the people involved in the situation.	14	30.4%						
I asked the person who appeared to be at risk if they needed help.	6	13.0%						
I confronted the person who appeared to be causing the situation.	8	17.4%						
I created a distraction to cause one or more of the people to disengage from the situation.	5	10.9%						
I asked others to step in as a group and diffuse the situation.	4	8.7%						
I told someone in a position of authority about the situation.	2	4.3%						
I considered intervening in the situation, but I could not safety take any action.	2	4.3%						
I decided to not take action.	5	10.9%						
Total	46	100.0%						

Sexual Assault Reporting Knowledge

Knowledge of the sexual assault reporting options is assessed using two questions. The first item reads, "All of the following types of people can receive an Unrestricted Report of sexual assault. However, a Restricted (confidential) Report can only be made to certain people. Please identify which of the following types of people can and cannot take a Restricted Report." The Sexual Assault Response Coordinator, Victim Advocate, and Military Service Healthcare Personnel can take a Restricted Report. "Anyone in my chain of command" and "Criminal investigator and military police officer" are incorrect answers. These persons cannot take a Restricted Report. Figure 6 displays the percentage of members within your organization who correctly and incorrectly identified who can and cannot take a Restricted Report.

The second item reads, "Service members who report they were sexually assaulted are eligible for the service of a military attorney." The correct answer is "True". Figure 7 displays the percentage of members in your organization who correctly identified who is eligible for the service of a military attorney.

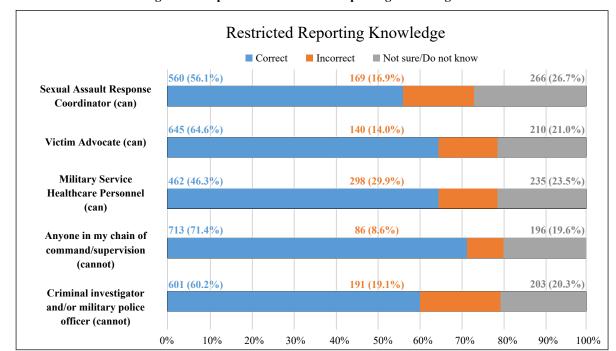
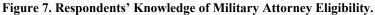
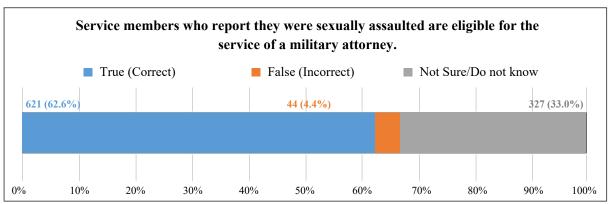


Figure 6. Respondents' Restricted Reporting Knowledge.





Unwanted Workplace Experiences

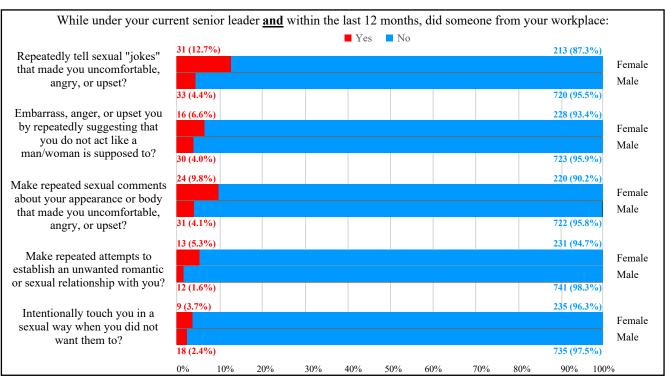
Respondents were asked five questions that address whether they have endured unwanted workplace experiences. These items measure the sexual harassment risk within the organization. The items contain behaviors associated with the increased probability that sexual harassment could be occurring. Note: No data are displayed in cases where fewer than five people in a subgroup complete the survey.

Below is the presentation of Yes/No response frequencies to the Unwanted Workplace Experience items.

Table 4. Respondents' Overall Unwanted Workplace Experience Responses

While under your current senior leader <u>and</u> within the last 12 months, did someone from your workplace: (Overall)									
	Yes	Percent	No	Percent					
Repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?	64	6.4%	933	93.5%					
Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to?	46	4.6%	951	95.3%					
Make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?	55	5.5%	942	94.4%					
Make repeated attempts to establish an unwanted romantic or sexual relationship with you?	25	2.5%	972	97.4%					
Intentionally touch you in a sexual way when you did not want them to?	27	2.7%	970	97.2%					

Figure 8. Respondents' Overall Unwanted Workplace Experience Responses by Sex



Note. Of those who responded, 3.6% of men and 9.4% of women answered these items in such a way that they would likely have experienced Sexual Harassment under their current senior leader and within the last 12 months. A strict criteria was used for scoring to ensure a higher level of confidence in providing rates. In order to meet the criteria, an individual would have to answer "yes" to multiple items, or "yes" to the last item within the Unwanted Workplace Experience factor. However, it is important to note that the behaviors above, whether or not they rise to the level of sexual harassment, are serious and can degrade unit climate and should be addressed.

Connectedness

Connectedness is defined as a frame of mind that reflects an individual's outlook on life and perceptions of belongingness, well-being, and social support. Reflects a member's viewpoint that they are relevant, contributing, and have relationships upon which they can confidently depend on in times of need. Burdensomeness and Belongingness are two subfactors that when combined, create an overall Connectedness factor.

Figure 9. Percentage of Respondents' Overall Connectedness

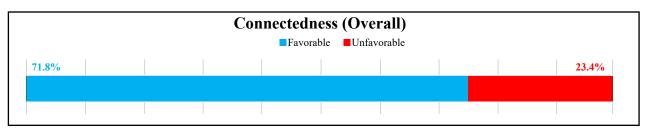


Table 5. Respondents' Connectedness Responses

		Burden	someness				
Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
My future seems dark to me.	55 (6%)	82 (8%)	98 (10%)	189 (19%)	71 (7%)	233 (23%)	269 (27%
	Very true for me	True for me	Somewhat true for me		Somewhat untrue for me	Untrue for me	Not at all true for me
These days, I think I am a burden on people in my life.	29 (3%)	43 (4%)	109 (11%)	-	100 (10%)	291 (29%)	425 (43%
		Belong	gingness				
	Not at all true for me	Untrue for me	Somewhat untrue for me		Somewhat true for me	True for me	Very true for me
These days, I feel like I belong.	77 (8%)	97 (10%)	136 (14%)	-	237 (24%)	315 (32%)	135 (14%
These days, I feel that there are people I can turn to in times of need.	50 (5%)	65 (7%)	94 (9%)	-	225 (23%)	346 (35%)	217 (22%
Total*	5%	7%	11%	-	16%	30%	26%
		23%				72%	

^{*} Note. The total may not equal 100% due to the changing from a seven point scale to six point scale. The loss of a response option accounts for the difference in percentage for the factor overall.

Table 6. Respondents' Knowledge of ideation of, attempted or death by suicide

I know someone in my organization who has thought of, attempted, or died by suicide.						
	Number	Percent				
Thought of	179	18.0%				
Attempted	49	4.9%				
Died by Suicide	78	7.8%				
Thought of, Attempted	87	8.7%				
Attempted, Died by Suicide	6	0.6%				
Thought of, Died by Suicide	19	1.9%				
Thought of, Attempted, Died by Suicide	98	9.8%				
None of the above	481	48.2%				

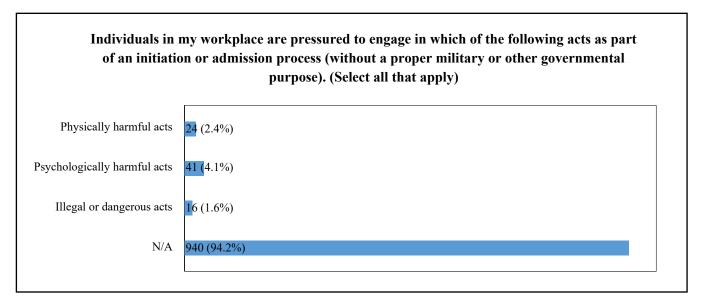
Note. Results presented below the line are the possible combinations of the items above, as it was a "select all that apply."

The definitions of Hazing and Bullying were obtained directly from the Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," dated 23 December 2015.

Hazing

The figure below displays response frequencies to the Hazing item. Please note that respondents' option to select more than one type of Hazing behavior accounts for disparities that may appear in the totals shown below.

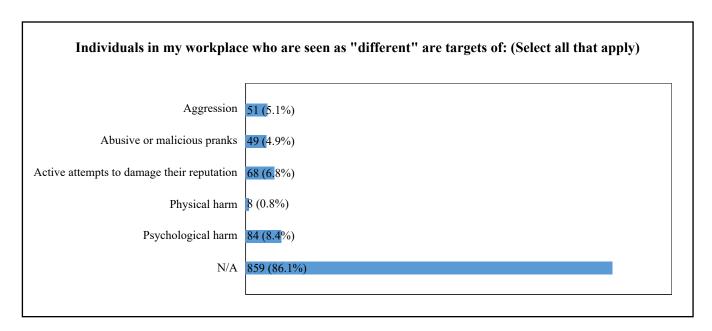
Figure 11. Respondents' Responses to Hazing



Bullying

The figure below displays response frequencies to the Bullying item. Please note that respondents' option to select more than one type of Bullying behavior accounts for disparities that may appear in the totals shown below.

Figure 12. Respondents' Responses to Bullying



VI. RECOMMENDATIONS

The following section provides interpretation of the DEOCS report and recommended follow-on actions. Based on the data obtained, your organization's DEOCS results may display both organizational strengths and concerns. It is important to not only review Section V, DEOCS Summary of Survey Item Responses, but to contrast that information with Section IV, Climate Factor Subgroup Comparison. Additionally, the Written Comments, may also help to validate some areas of concerns within Sections IV and V; please ensure you review that area to determine if there are comments that address any areas of concern.

This section also seeks to provide guidance for identifying additional steps in the climate assessment effort, and prescribe actions to help address organizational concerns.

Compare subgroups to determine whether diminished perceptions of climate factors are more prevalent among specific groups, and the sources of those perceptions.

Excellent/Adequate

Seek to identify and reinforce those practices and programs currently in place.

Reinforce behaviors that create a climate of inclusion, supporting and preserving the dignity and worth of all members.

Continue to promote and maintain a healthy human relations climate. This can be done by ensuring all members in the unit understand their roles and responsibilities.

Share positive results to enhance members' commitment to the organization and its mission.

Consider utilizing training aids to further provide awareness and knowledge regarding key factors.

Caution/Improvement Needed

Examine favorability ratings among specific climate factors and demographic subgroups to determine whether diminished perceptions are more obvious among some of them.

After identifying the specific climate factors with low favorability ratings and those demographic subgroups that harbor negative perceptions regarding them, use these findings to plan follow-on assessment efforts, including focus groups, interviews, and written record reviews. Conducting focus groups and interviews with members of these subgroups can help determine the source and extent of specific perceptions.

Develop an action plan to address each specific validated concern, and socialize the plan with members. Set a timeline for each action item, and provide timely feedback on progress accomplishing them. This will demonstrate your willingness to listen to your subordinates, and take action to improve conditions whenever possible.

MAKING CLIMATE ASSESSMENT RESULTS WORK FOR YOUR ORGANIZATION

- 1. Share the results with members of your organization.
- 2. Involve key leaders; let members know you are acting on their feedback.
- 3. If needed, establish an action team to develop and implement a plan for organizational improvement.
- 4. Conduct another climate assessment in accordance with your Service component directives to determine the effectiveness of the corrective actions that were taken to remedy validated perceptions.

We trust these recommendations for interpretation will prove useful. The DEOCS can help commanders improve the readiness within their commands. To make best use of this tool, DEOMI provides tools and products designed to address the mission impacting issues that were identified during the climate assessment process.

ASSESSMENT TO SOLUTIONS

The Assessment to Solutions section of deomi.org was created to support leaders and equal opportunity professionals throughout the climate assessment process. Assessment to Solutions provides products that help identify appropriate follow-on climate assessment efforts, aid in the development of an action plan to rectify workplace conditions that negatively impact climate, and training materials that can be incorporated in an action plan.

The Assessment to Solutions area parallels the main assessment sections of the DEOCS, which include OE, EO/EEO/Fair treatment, and SAPR. Each area further addresses each climate factor included in the section, and provides a host of products for each.

Access to products can be found at the "Assessment to Solutions" website which is designed to support leaders and equal opportunity professionals. To access the site go to:

https://www.deocs.net

The DEOCS Support Team is available to assist you and can be contacted at:

321-494-2675/3260/4217 DSN: 854-2675/3260/4217 support@deocs.net



Appendix A: Your Locally Developed Questions

1. Rules, regulations and policies are enforced in this command.

				Frequency	Percent
Strongly Disagree				40	4.0
Disagree				81	8.1
Neither Agree nor Disagree				185	18.5
Agree				506	50.7
Strongly Agree				187	18.7
Total		1		999	100.0

2. This unit takes an active role in caring for the needs of family members of deployed unit personnel.

			Frequency	Percent
Strongly Disagree			64	6.4
Disagree			94	9.4
Neither Agree nor Disagree			311	31.1
Agree			372	37.2
Strongly Agree			158	15.8
Total			999	100.0

3. I am recognized for contributing to a positive atmosphere in my workplace.

				Frequency	Percent
Strongly Disagree				54	5.4
Disagree				127	12.7
Neither Agree nor Disagree				271	27.1
Agree				391	39.1
Strongly Agree				156	15.6
Total		1	1	999	100.0

4. My immediate supervisor sets the right example with his/her actions.

				Frequency	Percent
Strongly Disagree				46	4.6
Disagree				65	6.5
Neither Agree nor Disagree				212	21.2
Agree				444	44.4
Strongly Agree				232	23.2
Total	1	1	1	999	100.0

5. I am comfortable going to my direct supervisor with work-related topics.

				Frequency	Percent
Strongly Disagree				47	4.7
Disagree				52	5.2
Neither Agree nor Disagree				162	16.2
Agree				473	47.3
Strongly Agree				265	26.5
Total	1	1		999	100.0

6. I can express my opinion within this organization without fear of reprisal.

			Frequency	Percent
Strongly Disagree			108	10.8
Disagree			155	15.5
Neither Agree nor Disagree			239	23.9
Agree	1		333	33.3
Strongly Agree			164	16.4
Total			999	100.0

7. I am given adequate time to maintain my physical conditioning.

				Frequency	Percent
Strongly Disagree				149	14.9
Disagree				157	15.7
Neither Agree nor Disagree				205	20.5
Agree				344	34.4
Strongly Agree				144	14.4
Total		1		999	100.0

8. I am treated with dignity and respect in this command.

				Frequency	Percent
Strongly Disagree				61	6.1
Disagree				119	11.9
Neither Agree nor Disagree				284	28.4
Agree				388	38.8
Strongly Agree				147	14.7
Total		1	1	999	100.0

9. Leadership takes allegations of sexual harassment seriously.

			Frequency	Percent
Strongly Disagree			13	1.3
Disagree	1		18	1.8
Neither Agree nor Disagree			195	19.5
Agree			428	42.8
Strongly Agree			345	34.5
Total			 999	100.0

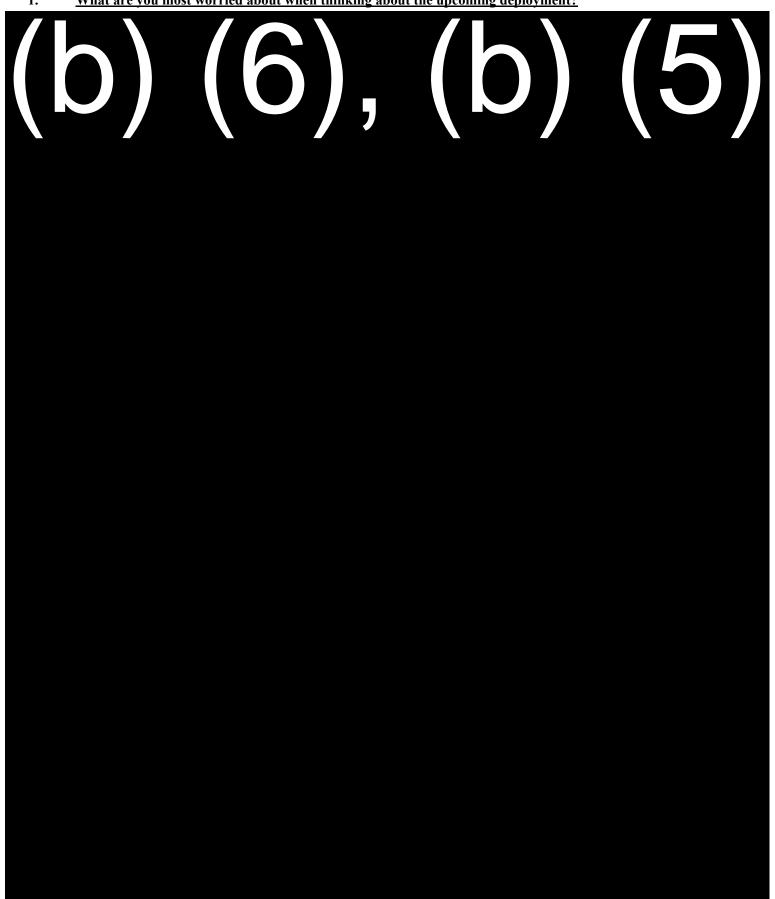
10. Junior enlisted service members' care about what happens to each other.

				Frequency	Percent
Strongly Disagree				79	7.9
Disagree				120	12.0
Neither Agree nor Disagree				278	27.8
Agree				369	36.9
Strongly Agree				153	15.3
Total	I.	I.	l	999	100.0

Appendix B: Your Short-Answer Questions

NOTE: The answers appear exactly as they were written on the survey:

1. What are you most worried about when thinking about the upcoming deployment?



2. How would you characterize the flow of information at this unit? Please explain.

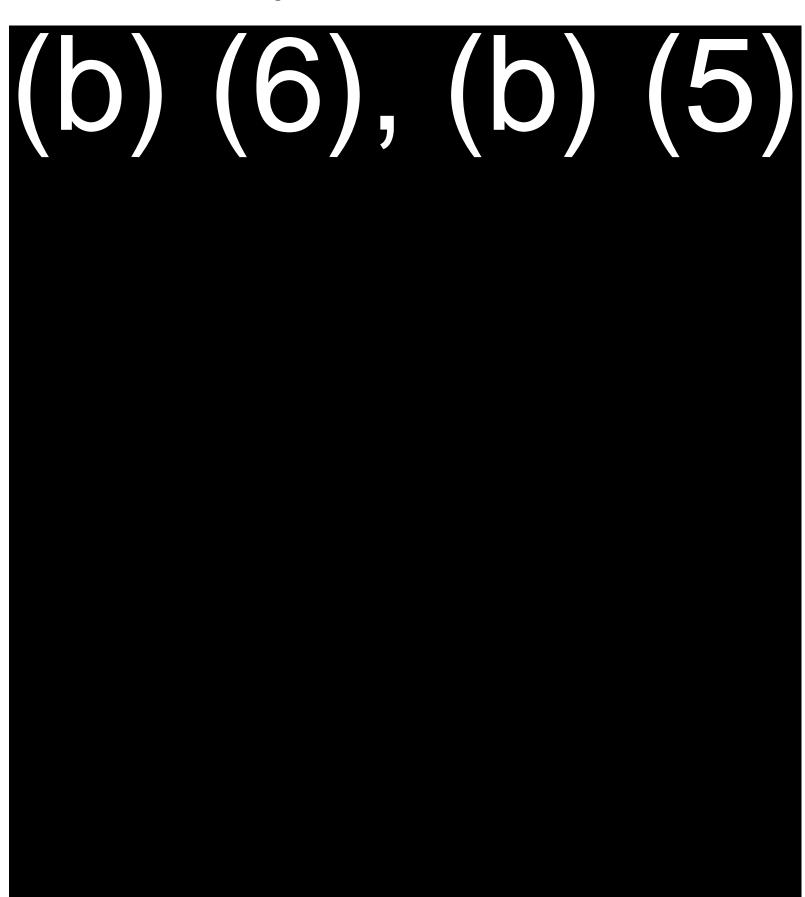
3. How would you describe the example set by your unit's top leaders? Please explain.

4. <u>How committed is leadership to creating an environment of human respect and dignity? Please explain.</u>

Appendix C: Written Comments from Your Organization

NOTE: The answers appear exactly as they were written on the survey:

Organizational Effectiveness Section Comments



Appendix D: Operational Stress Control (OSC) Report

The Navy Operational Stress Control program works to help build resilient Sailors, families, and commands. Some stress is good because it can push a Sailor to do his/her personal best. However too much stress can harm both Sailors and commands and negatively impact mission effectiveness. This report gives you, the Commander/Commanding Officer, insight into the level of stress within your command and what some of the perceived reasons for that stress may be. We also offer you the chance to see how your command compares to the rest of the Navy by community. While it is impossible to remove every stressor faced in Navy life, we offer some recommendations for actions you can take to mitigate stress as well as strengthen or build command resilience. On the last page of this report, you will find a complete copy of the Stress Continuum, which describes each of the stress zones and actions that individuals, leaders, and family members can take to return to the Ready "green" zone. Please take a few minutes to review the chart and refer to it during your review of your command report. If you have any questions or would like additional information about OSC, please visit our website www.navynavstress.com. If you have questions concerning the OSC survey or report, please call (901) 874-2256 (DSN 882).

PART I: Overall Stress Assessment

A. Stress Continuum Model

1. How familiar are you with the Stress Continuum Model?

	Frequency	Percent (%)
Confident	336	33.63
Can Apply	336	33.63
Understand	175	17.52
Slightly familiar	79	7.91
Not at all	73	7.31
Total	999	100.00

2. During the PAST 30 DAYS, which stress zone most accurately describes your command?

	Frequency	Percent (%)
Green	82	8.21
Yellow	396	39.64
Orange	310	31.03
Red	91	9.11
Do Not Know	120	12.01
Total	999	100.00

3. During the PAST 30 DAYS, which stress zone most accurately describes yourself?

	Frequency	Percent (%)
Green	168	16.82
Yellow	409	40.94
Orange	255	25.53
Red	78	7.81
Do Not Know	89	8.91
Total	999	100.00

B. Work Stress

4. During the PAST 12 MONTHS, (or since you reported to current command), how much stress did you experience at work or while carrying out your professional duties?

	Frequency	Percent (%)
A lot	558	55.86
Some	314	31.43
A little	104	10.41
Not at all	23	2.30
Total	999	100.00

C. Outside Stress

5. During the PAST 12 MONTHS, (or since you reported to current command), how much stress did you experience outside of work (in your family or social life)?

	Frequency	Percent (%)
A lot	216	21.62
Some	281	28.13
A little	374	37.44
Not at all	128	12.81
Total	999	100.00

D. Individual Stress - Past 30 Days

NOTE: "Individual Stress" is made up of the following four items:

In the PAST 30 DAYS...

- How often have you felt unable to control important things in your life
- How often have you felt difficulties were piling up so high that you could not overcome them
- How often have you felt confident about your ability to handle your personal problems
- How often have you felt things were going your way

(HIGHER AVERAGE = HIGHER STRESS):

If the "Unit" average is higher than the "Navy" average, then your unit is displaying a higher level of individual stress. Equally, if the "Unit" average is lower than the "Navy" average, then your unit is displaying a lower level of individual stress. Navy and Unit averages are based on Navy DEOCS respondents. Asterisk (*) = five or less respondents.

	Navy Average	Unit Average
Aviation	9.63	10.93
Expeditionary	9.26	10.00
Information Warfare	9.25	11.09
Medical	9.14	9.95
Special Operations	8.83	11.75
Submarine	9.51	12.00
Surface	10.15	11.25
Other	9.18	11.02
TOTAL	9.56	11.00



E. Navy Work Week

7. On average, how many hours did you sleep per night in the PAST 30 days?

	Frequency	Percent (%)
3 hours or less	46	4.60
4 hours	140	14.01
5 hours	315	31.53
6 hours	292	29.23
7 hours	146	14.61
8 hours	49	4.90
9 hours	5	0.50
10 or more hours	6	0.60
Total/Average	999	5.55

F. Types of Stress

8. Unpredictability of operations or job duties.

	Frequency	Percent (%)
A lot	277	28.76
Some	326	33.85
A little	247	25.65
Not at all	113	11.73
Total	963	100.00

9. Communication within my organization.

	Frequency	Percent (%)
A lot	216	22.43
Some	338	35.10
A little	263	27.31
Not at all	146	15.16
Total	963	100.00

10. Lack of personnel in my working group to get the job done.

	Frequency	Percent (%)
A lot	282	29.28
Some	271	28.14
A little	257	26.69
Not at all	153	15.89
Total	963	100.00

11. Increase in my work load.

	Frequency	Percent (%)
A lot	272	28.25
Some	327	33.96
A little	233	24.20
Not at all	131	13.60
Total	963	100.00

12. Working long hours.

	Frequency	Percent (%)
A lot	357	37.07
Some	279	28.97
A little	205	21.29
Not at all	122	12.67
Total	963	100.00

13. Conflicts between my professional duties and family responsibilities

	Frequency	Percent (%)
A lot	228	23.68
Some	263	27.31
A little	277	28.76
Not at all	195	20.25
Total	963	100.00

G. Barriers to Seeking Care

14. My shipmates/co-workers will see me as weak if I seek help for stress problems.

	Frequency	Percent (%)
Strongly agree	71	7.37
Agree	154	15.99
Neither agree nor disagree	279	28.97
Disagree	301	31.26
Strongly disagree	158	16.41
Total	963	100.00

15. Navy attitudes create barriers to seeking help for stress problems.

	Frequency	Percent (%)
Strongly agree	136	14.12
Agree	258	26.79
Neither agree nor disagree	283	29.39
Disagree	196	20.35
Strongly disagree	90	9.35
Total	963	100.00

H. Positive Aspects of Stress

Thinking about stressful situation(s) that you experienced at work in the past 12 months, (or since reporting to current command) please indicate how much you agree or disagree with the following statements:

16. I feel pride from my accomplishments.

	Frequency	Percent (%)
Strongly agree	283	29.39
Agree	326	33.85
Neither agree nor disagree	156	16.20
Disagree	89	9.24
Strongly disagree	75	7.79
Not applicable	34	3.53
Total	963	100.00

17. I am more confident in my abilities to deal with stressful situations in the future.

	Frequency	Percent (%)
Strongly agree	206	21.39
Agree	325	33.75
Neither agree nor disagree	253	26.27
Disagree	78	8.10
Strongly disagree	69	7.17
Not applicable	32	3.32
Total	963	100.00

PART II: FACTOR ANALYSIS BY DEMOGRAPHIC

The following provides an analysis of the six factors by individual demographic groups. Results displayed are derived by averaging responses from each question/item. This allows quick identification of specific high and low points by each demographic group. An asterisk (*) represents a demographic with five or less respondents.

	Command Level	Individual Level	Individual Stress - 30 Days	Work Related Stress - 12 Mon	Other Stress - 12 Mon	Seeking Assistance
Military Civilian	*	*	*	*	*	*
Officer Enlisted						
Junior Officer Senior Officer						
Junior Enlisted Senior Enlisted						
Junior Civilian Senior Civilian	*	*	*	*	*	*
Men Women						
Minority Majority						
Total						

Green = Acceptable

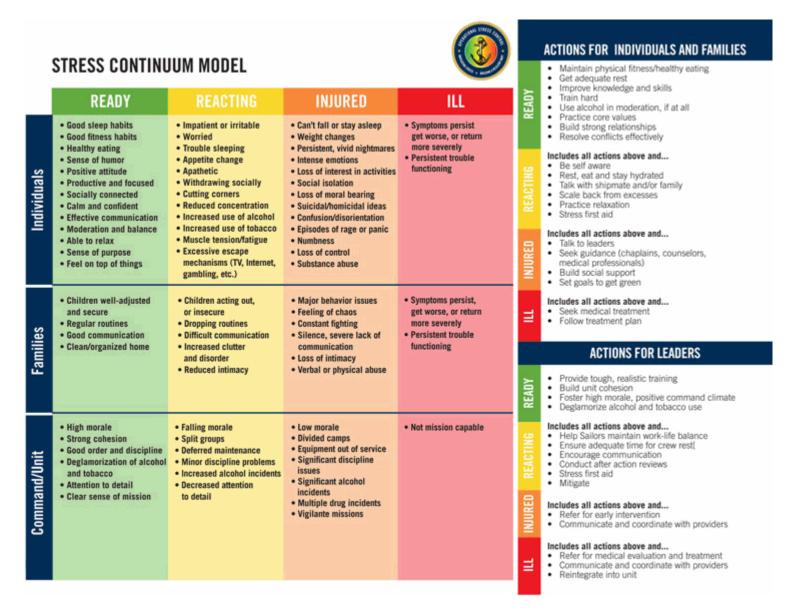
Yellow = Slight Concern

Orange = Moderate Concern

Red = High Concerm

PART III: ADDITIONAL RESOURCES

The following provides additional resources and information specific to the United States Navy Operational Stress Control Program.



For additional information about Navy Operational Stress Control or to seek help for individual, command, or family stress the following resources are available:

Operational Stress Control Online: www.navynavstress.com Navy Marine Corps Public Health: www.nmcphc.med.navy.mil

Naval Center for Combat and Operational Stress Control: www.nccosc.navy.mil

Navy Knowledge Online: www.nko.navy.mil

Fleet and Family Support Center: www.cnic.navy.mil/CNIC HQ Site

Chaplains (Contact your local Base Chapel or www.chaplaincare.navy.mil)

Medical and Mental Health Providers (Contact your local Military Treatment Facility or

www.tricare.mil/mentalhealth)

Military One Source: www.militaryonesource.com / 1.800.342.9647

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